

EQUITY

Public Policy

California schools have an affirmative obligation to combat racism, sexism, and other forms of bias, and have a responsibility to provide equal educational opportunity to all students.

California Education Code 51007 requires that all students enrolled in the state's public elementary and secondary schools, regardless of race, creed, color, national origin, gender, gender identity, gender expression, physical disability, geographic location, or socioeconomic background, shall have equitable access to educational programs designed to strengthen technological skills, including, but not limited to, computer education programs. [Education Code (EC) 201,220,51007; Penal Code 427.55]

Board Policy

The Monterey County Board of Education (County Board) believes that the diversity that exists among the county's community of students, staff, parents/guardians, and community members is integral to the Monterey County Office of Education's (MCOE) vision, mission, and goals. Addressing the needs of the most marginalized learners requires recognition of the inherent value of diversity and acknowledgement that educational excellence requires a commitment to equity in the opportunities provided to students and the resulting outcomes.

In order to eradicate institutional bias of any kind, including implicit or unintentional biases and prejudices that affect student achievement, and to eliminate disparities in educational outcomes for students from historically underserved and underrepresented populations, the County Board shall proactively identify class and cultural biases as well as practices, policies, and institutional barriers that negatively influence student learning, perpetuate achievement gaps, and impede equal access to opportunities for all students.

The County Board shall make decisions with a deliberate awareness of impediments to learning faced by students of color and/or diverse cultural, linguistic, or socio-economic backgrounds. To ensure that equity is the intentional result of County Board decisions, the County Board shall consider whether its decisions address the needs of students from racial, ethnic, and indigent communities and remedy the inequities that such communities experienced in the context of a history of exclusion, discrimination, and segregation. County Board decisions shall not rely on biased or stereotypical assumptions about any group of students.

(cf. 9000 - Role of the County Board)

(cf. 9310 - County Board Policies)

The County Board shall develop, and shall encourage the County Superintendent of Schools to develop and implement, policies and strategies to promote equity in MCOE programs and activities, through measures such as the following:

1. Routinely assessing student needs based on data disaggregated by race, ethnicity, and socio-economic and cultural backgrounds to enable equity-focused policy, planning, and resource development decisions
(cf. 0460 - Local Control and Accountability Plan)
2. Analyzing the state's per-pupil expenditures and allocating financial and human resources in a manner that provides all students with equitable access to MCOE programs, support services, and opportunities. [20 USC 6311]
(cf. 3100 - Budget Adoption and Revision)
3. Enabling and encouraging students to enroll in, participate in, and complete curricular and extracurricular courses, advanced college preparation programs, and other student activities
4. Building a positive school climate that promotes student engagement, safety, and academic and other supports for students
5. Adopting curriculum and instructional materials that accurately reflect the diversity among student groups
6. Providing and/or collaborating with local agencies and community groups to ensure the availability of necessary support services for students in need
7. Conducting program evaluations that focus on equity and address the academic outcomes and performance of all students on all indicators
(cf. 0500 - Accountability)

The County Board shall regularly monitor the intent and impact of its policies and decisions to safeguard against disproportionate or unintentional impact on access to MCOE programs and achievement goals for specific student populations in need of services.

Legal Reference:

EDUCATION CODE

200-262.4	<i>Educational equity</i>
51007	<i>Programs designed to strengthen technological skills</i>
52066-52069	<i>Local control and accountability plan</i>
60040	<i>Selection of instructional materials</i>

60200 *Adoption of instructional materials*

GOVERNMENT CODE

11000 *Definitions*

11135 *Nondiscrimination in programs or activities funded by state*

PENAL CODE

422.55 *Definition of hate crime*

422.6 *Interference with constitutional right or privilege*

CODE OF REGULATIONS, TITLE 5

4900-4965 *Nondiscrimination in elementary and secondary education programs*

UNITED STATES CODE, TITLE 20

1400-1482 *Individuals with Disabilities in Education Act*

1681-1688 *Discrimination based on sex or blindness, Title IX*

2301-2415 *Carl D. Perkins Vocational and Applied Technology Act*

6311 *State plans*

6312 *Local education agency plans*

UNITED STATES CODE, TITLE 29

794 Section 504 of the Rehabilitation Act of 1973

UNITED STATES CODE, TITLE 42

2000d-2000d-7 *Title VI, Civil Rights Act of 1964*

2000e-2000e-17 *Title VII, Civil Rights Act of 1964 as amended*

2000h-2000h-6 *Title IX*

12101-12213 *Americans with Disabilities Act*

CODE OF FEDERAL REGULATIONS, TITLE 28

35.101-35.190 *Americans with Disabilities Act*

36.303 *Auxiliary aids and services*

CODE OF FEDERAL REGULATIONS, TITLE 34

100.1-100.13 *Nondiscrimination in federal programs, effectuating Title VI*

104.1-104.39 *Section 504 of the Rehabilitation Act of 1973*

106.1-106.61 *Discrimination on the basis of sex, effectuating Title IX*

Adopted: 05/08/19